

Appendix 5: Education Classification Group Tables of Survey Responses by Subject

TABLE 1
2008 DPA TOTAL COMPENSATION SURVEY
COLA HISTORY & WORK WEEK FOR CERTIFIED EMPLOYEES

Agency	COLA History	Work Week
DPA	Last 7/07 @ 3.4% Next TBD	8 hours per day 220 days per year
County of Amador	Last 7/1/06 @ 6% Next TBD	7 hours per day 183 days per year
County of Del Norte	Last 7/1/07 @ 3% Next TBD	7.5 hours per day 183 days per year
County of Fresno	Last 8/1/06 @ 4% Next 11/07 TBD	8 hours per day 182 days per year
County of Kern	Last 7/2/07 @ 3.5% Next TBD	7 hours per day 215 days per year
County of Lassen	Last 7/1/07 @ 3% Next TBD	6 hours per day 183 days per year
County of Los Angeles	Last 7/1/06 @ 5.17% Next TBD	7 hours per day 10 month EE 183 days per year 12 month EE 244 days per year
County of Madera	Last 9/1/06 @ 5.1% Next 1/1/08 @ 3.5%	6.75 hours per day 184 days per year
County of Marin	Last 7/1/06 @ 4.5 % Next TBD	6.5 hours per day 187 days per year
County of Napa	Last 7/1/07 @ 6% Next 8/09 TBD	6.5 hours per day 182 days per year
County of Riverside	Last 7/1/07 @ 4.2207% Next 7/1/08 TBD	8 hours per day 185 days per year
County of Sacramento	Last 7/1/07 @ 3.5% Next TBD	8 hours per day Academic – 220 days per year Vocational – 185 or 220 days per year
County of San Diego	Last 7/1/06 @ 5% Next 7/1/07 TBD	6.75 hours per day 190 days per year
County of San Joaquin	Last 7/1/07 @ 4.25% Next 7/1/08 @ 3%	6 hours per day 182 days per year
County of San Luis Obispo	Last 7/1/06 @ 6.5 % Next TBD	7 hours per day 186 days per year
County of Solano	Last 7/1/06 @ 6.25% Next TBD	6 hours per day 183 days per year
County of Ventura	Last 7/1/07 @ 4% Next TBD	Hours per day vary 182 days per year

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TABLE 2
2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL, DENTAL, & VISION FOR
CERTIFIED EMPLOYEES

Agency	Medical		Dental		Vision	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$879	\$165	\$90	\$30	\$9	\$0
County of Amador	\$629	\$378	Inc	Inc	Inc	Inc
County of Del Norte	\$809	\$59	Inc	Inc	Inc	Inc
County of Fresno	\$750	\$266	Inc	Inc	Inc	Inc
County of Kern	\$1,070 in cafeteria plan	\$0	Inc	Inc	Inc	Inc
County of Lassen	\$916	\$267	Inc	Inc	Inc	Inc
County of Los Angeles	\$769 in cafeteria plan	\$176	Inc	Inc	Inc	Inc
County of Madera	\$748	\$351	Inc	Inc	Inc	Inc
County of Marin	\$577	\$570	\$124	\$0	\$17	\$0
County of Napa	\$845	\$414	\$102	\$10	\$13	\$0
County of Riverside	\$869	\$194	\$111	\$5	\$15	\$0
County of Sacramento	\$588	\$533	\$0	\$197	\$0	\$39
County of San Diego	\$659	\$331	\$94	\$0	\$9 Employee Only	\$0
County of San Joaquin	\$732	\$480	Inc	Inc	Inc	Inc
County of San Luis Obispo	\$671	\$197	Inc	Inc	Inc	Inc
County of Solano	\$600	\$883	\$112	\$0	\$17	\$0
County of Ventura	\$917	\$0	Inc	Inc	Inc	Inc

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TABLE 3
2008 DPA TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employee Retirement Contribution
DPA	PERS	6% in excess of \$317	0%	2.5% @ 55	Avg. Highest 3 Years	1.45%	18.8%
County of Amador	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of Del Norte	STRS	8%	0%	3% @ 55	Highest Year	1.45%	8.25%
County of Fresno	STRS	8%	0%	2% @ 60	Avg. Highest 3 Years	1.45%	8.25%
County of Kern	STRS	8%	0%	2% @ 60	Highest Year x Years of Service x age factor	1.45%	8.25%
County of Lassen	STRS	8%	0%	2% @ 55	Highest Year	7.65%	8.25%
County of Los Angeles	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of Madera	STRS	8%	0%	2% @ 60	Avg. Highest 36 months @ 25+ Years Highest 12 months	1.45%	8.25%
County of Marin	STRS	8%	0%	2% @ 60	Avg. Highest 3 Years	1.45%	8.25%
County of Napa	STRS	8%	0%	2% @ 60	Highest Year	1.45%	8.25%
County of Riverside	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of Sacramento	STRS	8%	0%	2% @ 60	Avg. Highest 36 months @ 25+ Years Highest 12 months	1.45%	8.25%
County of San Diego	STRS	8%	0%	2% @ 55	Avg. Highest 36 months @ 25+ Years Highest 12 months	1.45%	8.25%
County of San Joaquin	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of San Luis Obispo	STRS	8%	0%	2% @ 60	Highest Year after 25 Years	1.45%	8.25%
County of Solano	STRS	8%	0%	# of years x age factor x final comp.	Highest Year	1.45%	8.25%
County of Ventura	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%

TABLE 4
2008 DPA TOTAL COMPENSATION SURVEY
RETIREE HEALTH COVERAGE PRACTICES – MONTHLY AMOUNT

Agency	Certified Employees
DPA	Retiree Only - \$439 Medical and \$35 Dental Retiree/Spouse - \$823 Medical and \$62 Dental Retiree/Family - \$1,042 Medical and \$90 Dental
County of Amador	N/A
County of Del Norte	Retiree/Family - Maximum Benefit - \$809 - Years of benefit based on years of service
County of Fresno	Retiree Only - \$240 Medical includes Dental
County of Kern	Retiree Only - \$651 Under 65 and \$475 Over 65 Retiree/Spouse - \$932 Under 65 and \$958 Over 65
County of Lassen	Retiree/Family – Maximum Benefit - \$916
County of Los Angeles	Maximum Benefit - Less than 10 years = \$1 Over 10 years = \$125 Over 20 years = \$250
County of Madera	Retiree Only - \$804 Retiree/Spouse - \$1,382 Retiree/Family - \$1,750
County of Marin	Maximum Benefit - \$200
County of Napa	Maximum Benefit - \$325 to age 65

TABLE 4
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RETIREE HEALTH COVERAGE PRACTICES – MONTHLY AMOUNT

Agency	Certified Employees
County of Riverside	Retiree/Family - Maximum Benefit - \$869 Medical and \$111 Dental
County of Sacramento	Retiree/Family – Maximum Benefit - \$396 Medical
County of San Diego	Maximum Benefit - \$308
County of San Joaquin	Maximum Benefit - \$732
County of San Luis Obispo	N/A
County of Solano	Maximum Benefit - 15 Years Service = \$260 per month for 5 years 20 Years Service = \$260 per month for 8 years 25 Years Service = \$280 per month for 8 years 30 Years Service = \$350 per month for 8 years 32 Years Service = \$380 per month for 8 years
County of Ventura	N/A

Department of Personnel Administration
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TABLE 5
2008 DPA TOTAL COMPENSATION SURVEY
LONGEVITY, DEFERRED COMP, & INCENTIVE PAY

Agency	Longevity	Deferred Compensation	Incentive & Bonus Pay
DPA	N/A	N/A	N/A
County of Amador	N/A	N/A	N/A
County of Del Norte	N/A	N/A	N/A
County of Fresno	N/A	N/A	N/A
County of Kern	N/A	N/A	N/A
County of Lassen	Years 1 – 10 = 4% annual increase Years 11+ = 2.5% annual increase Daily Rate for Longevity at 25 years = \$	N/A	N/A
County of Los Angeles	Year 11 = \$1,000 per year Year 15 = \$1,500 per year Year 20 = \$2,000 per year Year 25 = \$2,500 per year Year 30 = \$3,000 per year Daily Rate for Longevity at 25 years = \$13.66	N/A	N/A
County of Madera	Year 9 = \$ 42 per mo. Year 12 = \$63 per mo. Year 15 = \$83 per mo. Year 18 = \$125 per mo. Year 20 = \$167 per mo. Daily Rate for Longevity at 25 years = \$10.89	N/A	N/A
County of Marin	Year 15 = \$250 per mo. Year 18 = \$500 per mo. Year 20 = \$750 per mo. Daily Rate for Longevity at 25 years = \$48.13	N/A	N/A
County of Napa	\$1,000 annually @ Years 14, 16, 18, 20, 22 & 24 to maximum benefit of \$6,000 annually Daily Rate for Longevity = \$32.97	N/A	N/A
County of Riverside	N/A	N/A	N/A

TABLE 5
2008 DPA TOTAL COMPENSATION SURVEY
LONGEVITY, DEFERRED COMP, & INCENTIVE PAY

Agency	Longevity	Deferred Compensation	Incentive & Bonus Pay
County of Sacramento	2.5% @ 15 Years 2.5% @ 20 Years 5% @ 25 Years = Total of 10% Additional 5% for every 5 years after 25 years Daily Rate for Longevity at 25 years = \$36.16 for Academic Teacher and \$39.11 for Vocational Instructor	N/A	Any certificated staff not using sick leave for 60 consecutive work days receives \$3.75 for each day worked during the 60 day period
County of San Diego	4% stipend received at 15 years an additional 4% stipend is received every 3 years through year 24 totaling four 4% stipends Daily Rate for Longevity at 25 years = \$62.59	N/A	N/A
County of San Joaquin	N/A	N/A	N/A
County of San Luis Obispo	N/A	N/A	N/A
County of Solano	1% @ 15 yrs + 2% @ yrs 20, 24, 30 & 35 (compounded) $1\% = 1\% + 2\% = 3.02\% + 2\% = 5.08\%$ $+ 2\% = 7.18\% + 2\% = 9.32\%$ Daily Rate for Longevity at 25 years 5.08% = \$19.48 for Academic Teacher and \$15.80 for Vocational Teacher	N/A	N/A
County of Ventura	Year 15 = \$104 per mo. Year 18 = \$188 per mo. Year 21 = \$271 per mo. Year 24 = \$354 per mo. Year 27 = \$438 per mo. Year 30 = \$521 per mo. Daily Rate for Longevity at 25 years = \$23.34	N/A	N/A

¹ Calculation based on comparable maximum salary identified within Appendix 3 datasheets.

TABLE 6
2008 DPA TOTAL COMPENSATION SURVEY
RECRUITMENT & RETENTION CONCERNS

Agency	Recruitment & Retention
DPA	No Comments
County of Amador	No Comments
County of Del Norte	No Comments
County of Fresno	*Institutional Teacher (Academic) & **Institutional Teacher (Vocational) *Problem - Finding fully credentialed teachers with experience or skills to work with at-risk youth. Steps – Working with interns and providing support staff to assist in mentoring new teachers. **Problem – Finding an experience EMT for a vocational class. Steps - Advertising
County of Kern	Institutional Teacher (Academic) To alleviate retention problems our jurisdiction has a stipend for longevity.
County of Lassen	No Comments
County of Los Angeles	No Comments
County of Madera	No Comments
County of Marin	No Comments
County of Napa	Institutional Teacher (Academic) Posting jobs anywhere we can think of!
County of Riverside	Institutional Teacher (Academic) Change salary schedule; establish stronger relationships with local teacher training program; hold more job fairs; provide better teacher training and support.
County of Sacramento	No Comments
County of San Diego	No Problems
County of San Joaquin	No Comments
County of San Luis Obispo	No Comments
County of Solano	Try to stay comparable for salaries, benefits and retirement.
County of Ventura	No Comments

TABLE 7
2008 DPA TOTAL COMPENSATION SURVEY
ADDITIONAL COMPENSATION PLAN DETAILS

Agency	Maximum Compensation Level per Salary Schedule	Annual Master's Degree Stipend	Number of Units for Movement Within Pay Plan
DPA	DNA	N/A	DNA
County of Amador	BA + 75 units or MA + 30 units with 25 years services receive the maximum daily rate of \$405	\$500	15 units between salary ranges
County of Del Norte	BA + 75 units or MA + 30 units with 24 years services receive the maximum daily rate of \$377	N/A	15 units between salary ranges
County of Fresno	BA + 75 units or MA with 18 years services receive the maximum daily rate of \$385	\$600	15 units between salary ranges
County of Kern	BA + 75 units with 25 years services receive the maximum daily rate of \$354	\$1,000	15 units between salary ranges
County of Lassen	BA + 60 units or MA + 15 units with 21 years services receive the maximum daily rate of \$382	N/A	15 units between salary ranges
County of Los Angeles	BA + 75 units and MA or MA + 30 units or PhD with 31 years services receive the maximum daily rate of \$433	N/A	15 units between salary ranges
County of Madera	BA + 84 units and a MA with 17 years services receive the maximum daily rate of \$395	\$1,000 for Vocational Instructor only	12 units between salary ranges
County of Marin	BA + 75 units or MA + 30 units with 13 years services receive the maximum daily rate of \$407	Onetime only payment of \$500	15 units between salary ranges
County of Napa	BA + 75 units with 12 years services receive the maximum daily rate of \$369	\$1,205	15 units between salary ranges
County of Riverside	BA + 75 units and MA, PhD or EDD or MA + 30 units with 25.5 years services receive the maximum daily rate of \$455	N/A	15 units between salary ranges
County of Sacramento	BA + 84 units or MA + 48 units with 13 years services receive the maximum daily rate of \$423	N/A	12 units between salary ranges
County of San Diego	BA + 90 units or MA + 45 units with 13 years services receive the maximum daily rate of \$427	N/A	15 units between salary ranges
County of San Joaquin	BA + 90 units with 28 years services receive the maximum daily rate of \$446	\$1,500	15 units between salary ranges
County of San Luis Obispo	BA + 60 units or MA + 15 units with 20 years services receive the maximum daily rate of \$413	N/A	15 units between salary ranges
County of Solano	BA + 75 units with 14 years services receive the maximum daily rate of \$391	\$1,025	15 units between salary ranges
County of Ventura	BA + 75 units or MA + 30 units with 13 years services receive the maximum daily rate of \$426	N/A	15 units between salary ranges